



Settlement Highlights

Two year agreement covering 2008-09 and 2009-10

General Provisions:

- ✧ No change in health benefit levels or premium payments for the duration of the contract.
- ✧ Most terms of the contract, with the exception of those attachments contained in this packet or modifications required by the PERC Scope of Negotiations decision, remain the same.
- ✧ No increase in the number of steps on any salary guide.
- ✧ All staff members move two years closer to maximum. There is basically a two year jump in salaries as a result.
- ✧ All staff who were employed in the District during 2007-08 will receive retroactive payments. Retirees will receive a pension adjustment for their retroactive increase.

Salary Provisions

Year One (2008-2009):

- ✧ All Staff members will receive the increment that would have been paid in the 2008-09 school year.
- ✧ Staff members at the maximum step of their salary guide on 2007-08 will receive a salary increase of 2.3%.
- ✧ All staff members who were to go through the "bubble steps" in 2008-09 will receive the full payment.
- ✧ All staff members move to the next step of the guide for 2008-09.

Year Two (2009-2010):

- Total salary account for the 2008-09 year increased by 4%.
- Attached salary guides developed based upon that Increase.

NOTE: Because this is a two-year contract, P.E.A. has been advised that the provisions of the "Neptune Township Decision" do not apply. Therefore, should the 2010-11 contract not be resolved by September, 2011, increments, longevity, etc. will be paid effective September 15, 2011.

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Salary Guides

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Statement of Modification of the Collective Bargaining Agreement
Between the
Paterson Education Association and the Paterson Public Schools

Subject: Use of School Facilities and Equipment

The parties agree to modify Article 8:3-1 to read "... typewriters, duplicating equipment, calculating machines, computers, and all types of audiovisual and electronic equipment ...".

Agreed by:


For the Paterson Education Association

2/23/09
Date


For the Paterson Public Schools

2/23/09
Date

Page 1 of 1

TENTATIVE AGREEMENT NO. _____**to the Contract Agreement between the****PATERSON STATE-OPERATED SCHOOL DISTRICT****and the****PATERSON EDUCATION ASSOCIATION****ARTICLE 6 – EMPLOYEE WORK YEAR**

6:1-4 shall be added and shall read as follows:

6:1-4 Delayed Openings

The parties agree that on occasion, for the safety of students and staff as well as for enhanced educational considerations, conditions exist which require the State District Superintendent of Schools to announce a delayed opening of district facilities.

6:1-4.1

When schools open under the condition of a delayed opening, the district will continue to provide appropriate instruction using modified scheduling techniques and all schools will conform to state regulations regarding attendance.

6:1-4.2

On a day where a delayed opening has been implemented, all periods, including lunch and preparation periods, shall be reduced and shall be of equal length. The length of homeroom shall be determined by the building administrator.

6:1-4.3

While the requirements of Article 7 and its subsections shall remain in force, Principals will have the authority to consider individual circumstances under the emergent conditions which exist with respect to sign-in requirements.


For the DistrictDate: 3/30/09
For the AssociationDate: 3/30/09

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**Statement of Modification of the Collective Bargaining Agreement
Between the
Paterson Education Association and the Paterson Public Schools**

Subject: Vacation Schedules

The parties agree to modify Article 7:3-6.2-2 by deleting "registrar" and replace with
"building administrator".

Agreed by:



For the Paterson Education Association

2/23/09

Date



For the Paterson Public Schools

2/23/09

Date

Page 1 of 1

TENTATIVE AGREEMENT NO. _____

to the Contract Agreement between the

PATERSON STATE-OPERATED SCHOOL DISTRICT

and the

PATERSON EDUCATION ASSOCIATION

ARTICLE 12 - SALARIES

12:4-1 shall be amended to read as follows:

Whenever a teacher shall have acquired an advanced degree or equivalency from a certified college or university, approved by the State Department of Education, by reason of taking such accredited courses in a field approved by the State District Superintendent of Schools, as will make a direct contribution toward increased efficiency in his/her particular field in the schools, such teacher, upon the recommendation of the State District Superintendent of Schools, and the approval of the Board, shall receive an immediate increase in accordance with Schedule A of this Agreement. Advanced placement on the salary guide shall not be granted for any advanced degrees and equivalency for podiatric or chiropractic and related coursework and degrees and related coursework, unless directly related to a staff member's teaching assignment (as determined by the Director of Personnel at the time

For the District

Date: 3/23/09

For the Association

Date: 2/28/09

The Decision by the Director of Personnel will be subject to the grievance Procedure.

Statement of Modification of the Collective Bargaining Agreement
Between the
Paterson Education Association and the Paterson Public Schools

Subject: Employee Requests for Transfers or Reassignments

The parties agree that Article 13:3 shall be modified by deleting "...April 1 ..."
and replacing it with "... May 1 ...".

Agreed by:


For the Paterson Education Association

Date 2/23/09


For the Paterson Public Schools

Date 2/23/09

Page 1 of 1

**Statement of Modification of the Collective Bargaining Agreement
Between the
Paterson Education Association and the Paterson Public Schools**

Subject: Employee Assignment, Promotion and Reassignment

The parties agree to delete Article 13:7-2.5 and replace it as follows:

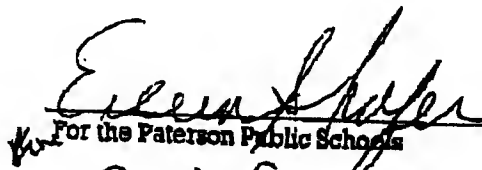
"In the case of existing positions, said posting shall occur ten (10) calendar days prior to the date upon which the vacancy will occur. The District shall also email to all staff members an indication that the posting announcement that can be viewed on the District's website. This email will be sent to the staff the day that the notice is mailed to the individual buildings.

Agreed by:


For the Paterson Education Association

Date

2/23/09


For the Paterson Public Schools

Date

2-23-09

Page 1 of 1

**Statement of Modification of the Collective Bargaining Agreement
Between the
Paterson Education Association and the Paterson Public Schools**

Subject: Recognition Clause:

The parties agree to change all references to Board employed Security Guards and Security Officers to "District Security Officers".

The parties further agree to add the "Analysts" position and the "Athletic Trainers" position to Recognition Clause.

Agreed by:


For the Paterson Education Association

Date

3/23/09


For the Paterson Public Schools

Date

2-23-09

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**2008-2010
Salary Guides**

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Security Officers					Non-certificated Dental Assistants				
2007-08	2008-09	2009-10			2007-08	2008-09	2009-10		
Base Year Salary Guide					Base Year Salary Guide				
Step		Step			Step	Step	Step		
				1			1		23,387
1	32,779	1	32,779	2		23,208	2	23,208	23,887
2	33,078	2	33,078	3	1	23,208	3	23,737	24,387
3	33,379	3	33,379	4	2	23,737	4	24,265	25,826
4	33,679	4	33,679	5	3	24,265	5	25,099	27,265
5	33,979	5	33,979	6	4	25,099	6	27,133	28,705
6	34,279	6	34,279	7	5	27,133	7	28,568	30,144
7	34,578	7	34,578	8	6	28,568	8	30,002	31,583
8	34,878	8	34,878	9	7	30,002	9	31,436	33,022
9	35,178	9	35,178	10	8	31,436	10	32,870	34,462
10	35,478	10	35,478	11	9	32,870	11	34,305	35,901
11	35,778	11	35,778	12	10	34,305	12	35,739	37,340
12	36,078	12	36,078	13	11	35,739	13	37,173	38,779
				14	12	37,173	14	38,607	41,841
					13	38,607		40,084	41,841
					14	40,084		40,984	41,841
Longevity Steps remain the same as 2007-08					Longevity steps remain the same as in 2007-08				

Proposed Security Officer
Non-Certified Dental Assistant
Salary Guides

PATERSON EDUCATION ASSOCIATION

Instructional Assistants									
I.A. 4 (90-120 Credits)									
2007-08	2008-09				2009-10				
Base Year Salary Guide									
Step	Step				Step				
</									

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000277

School Community Program Coordinator									
(10 Month Employees)					(12 Month Employees)				
2007-08					2008-09				
Base Year Salary Guide					Base Year Salary Guide				
Step				Step	Step				Step
				1					1
				2					2
				3					3
				4					4
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Administrative Secretaries					School Secretaries				
2007-08					2007-08				2009-10
BASE YEAR					BASE YEAR				
Step					Step				Step
				Step					Step
				3					3
3	xxxxx			xxxxx					xxxxx
4	xxxxx			xxxxx	3	xxxxx			xxxxx
5	xxxxx			xxxxx	4	xxxxx			xxxxx
6	27,336			27,336	5	xxxxx			26,653
7	27,336			27,336	6	xxxxx			26,654
8	27,336			27,336	7	26,523			27,255
9	27,336			27,336	8	26,523			27,493
10	28,181			28,181	9	27,123			28,369
11	28,181			28,181	10	27,360			29,305
12	30,041			30,041	11	28,263			30,210
13	30,041			30,041	12	28,168			31,115
14	30,870			30,870	13	30,068			31,842
15	31,899			31,899	14	30,970			41,208
16	32,845			32,845	15	31,894			47,601
					16	41,028			47,601
					17	45,553			47,601
					Longevity Steps remain as in current Agreement				

PATERSON EDUCATION ASSOCIATION

Proposed Secretarial Salary Guides

000281

Data Entry Operator				High School Registrar			
2007-08		2008-09		2007-08		2008-09	2009-10
BASE YEAR				BASE YEAR			
Step		Step		Step		Step	
1	26,944	⇨	26,944	1	29,516	⇨	29,516
2	27,244	⇨	27,244	2	29,816	⇨	29,816
3	27,544	⇨	27,544	3	30,116	⇨	30,116
4	27,844	⇨	27,844	4	30,416	⇨	30,416
5	28,144	⇨	28,144	5	30,716	⇨	30,716
6	28,444	⇨	28,444	6	31,016	⇨	31,016
7	28,744	⇨	28,744	7	31,316	⇨	31,316
8	29,044	⇨	29,044	8	31,616	⇨	31,616
9	29,344	⇨	29,344	9	31,916	⇨	31,916
10	29,644	⇨	29,644	10	32,216	⇨	32,216
11	29,944	⇨	29,944	11	32,516	⇨	32,516
12	30,244	⇨	30,244	12	32,816	⇨	32,816
13	30,544	⇨	30,544	13	33,116	⇨	33,116
14	30,844	⇨	30,844	14	33,416	⇨	33,416
Longevity Steps remain as in current Agreement				Longevity Steps remain as in current Agreement			

000282

Specialist		Senior Specialist	
2007-08	2008-09	2007-08	2008-09
BASE YEAR		BASE YEAR	
Step	Step	Step	Step
1	1	1	1
2	2	2	2
3	3	3	3
4	4	4	4
5	5	5	5
6	6	6	6
7	7	7	7
8	8	8	8
9	9	9	9
10	10	10	10
11	11	11	11
12	12	12	12
13	13	13	13
14	14	14	14
15	15	15	15
Longevity Steps remain as in current Agreement		Longevity Steps remain as in current Agreement	
2007-08	2008-09	2007-08	2008-09
28,895	28,895	32,892	32,892
29,195	29,195	33,192	33,192
29,495	29,495	33,492	33,492
29,795	29,795	33,792	33,792
30,095	30,095	34,092	34,092
30,395	30,395	34,392	34,392
30,695	30,695	34,692	34,692
31,051	31,051	35,741	35,741
32,607	32,607	36,790	36,790
33,563	33,563	37,837	37,837
34,519	34,519	38,886	38,886
35,473	35,473	39,932	39,932
36,429	36,429	40,408	40,408
38,835	38,835	48,813	48,813
50,087	50,087	55,281	55,281
Longevity Steps remain as in current Agreement		Longevity Steps remain as in current Agreement	
2007-08	2008-09	2007-08	2008-09
29,033	29,033	33,044	33,044
29,334	29,334	33,345	33,345
29,636	29,636	33,646	33,646
29,938	29,938	33,947	33,947
30,237	30,237	34,248	34,248
30,538	30,538	34,549	34,549
30,839	30,839	34,850	34,850
31,779	31,779	35,903	35,903
32,758	32,758	36,956	36,956
33,717	33,717	38,006	38,006
34,677	34,677	39,059	39,059
35,634	35,634	40,109	40,109
36,594	36,594	40,566	40,566
38,008	38,008	48,021	48,021
52,301	52,301	56,423	56,423
52,301	52,301	56,423	56,423
52,301	52,301	56,423	56,423

000284

Teacher Salary Guides																	
2007-08		BASE YEAR		2008-09				2009-10									
Step	EA	BA+30	MA	MA+30	PHD	Step	EA	BA+30	MA	MA+30	PHD	Step	EA	BA+30	MA	MA+30	PHD
1	48,965	49,065	50,585	52,065	53,585	1	48,965	49,065	50,585	52,065	53,585	1	48,062	50,511	52,041	53,572	55,102
2	47,165	49,565	51,085	52,565	54,085	2	47,166	49,565	51,085	52,565	54,085	2	48,962	50,911	52,941	53,972	55,402
3	47,655	50,055	51,555	53,055	54,555	3	47,656	50,055	51,555	53,055	54,555	3	48,962	51,111	52,641	54,172	55,702
4	48,165	50,565	52,065	53,565	55,065	4	48,165	50,565	52,065	53,565	55,065	4	49,182	51,531	53,162	54,692	56,223
5	48,865	51,065	52,565	54,065	55,565	5	48,865	51,065	52,565	54,065	55,565	5	49,692	52,141	53,672	55,202	56,733
6	49,165	51,565	53,065	54,565	56,065	6	49,165	51,565	53,065	54,565	56,065	6	50,203	52,651	54,182	55,712	57,243
7	49,965	52,065	53,565	55,065	56,565	7	49,965	52,065	53,565	55,065	56,565	7	50,713	53,162	54,692	56,223	57,753
8	50,165	52,565	54,065	55,565	57,065	8	50,165	52,565	54,065	55,565	57,065	8	51,223	53,672	55,202	56,733	58,263
9	50,865	53,065	54,565	56,065	57,565	9	50,865	53,065	54,565	56,065	57,565	9	51,733	54,182	55,712	57,243	58,773
10	51,165	53,565	55,065	56,565	58,065	10	51,165	53,565	55,065	56,565	58,065	10	52,243	54,692	56,223	57,753	59,284
11	51,585	54,085	55,585	57,085	58,585	11	51,585	54,085	55,585	57,085	58,585	11	52,753	55,202	56,733	58,263	59,794
12	53,184	55,684	57,184	58,684	60,184	12	53,184	55,684	57,184	58,684	60,184	12	54,303	56,752	58,283	59,813	61,344
13	54,779	57,279	58,779	60,279	61,779	13	54,779	57,279	58,779	60,279	61,779	13	55,931	58,380	59,910	61,441	62,971
14	51,379	53,879	55,379	56,879	58,379	14	51,379	53,879	55,379	56,879	58,379	14	58,065	60,514	62,044	63,575	65,105
15	70,979	73,479	74,979	76,479	77,979	15	70,979	73,479	74,979	76,479	77,979	15	72,358	74,807	76,338	77,868	79,399
16	87,261	89,861	91,161	92,661	94,161	16	89,268	91,723	93,258	94,782	96,327	16	91,122	93,527	95,182	96,758	98,324
						16	89,268	91,723	93,258	94,782	96,327	16	91,122	93,527	95,182	96,758	98,324

[illegible]

Proposed H.S. Teacher Assistant to the Principal Salary Guides

PATERNON EDUCATION ASSOCIATION